

# **\$5.4 Million in Questionable Bonuses in Fire Department**

## **8.5% Premium Pay for Basic Qualifications**

**October 13, 2010**



**Office of Councilmember Carl DeMaio**



## Firefighter Recruit

Firefighter Recruit is one of the most popular entry level job classifications in the City of San Diego. In recent years, when the Basic Fire Academy asks for applications, the number of applicants far exceeds the number who can be accepted. Because of the immense interest in the position, the City of San Diego does not widely advertise Fire Recruit openings. Be aware the Fire Recruit position opens infrequently and the resulting eligibility list lasts one year.

A Fire Recruit is under constant supervision while attending the Fire Academy. The academy prepares recruits for a fire fighting career and also teaches them to perform related work.

Fire Recruit is an entry-level class in the Firefighter series. Upon successful completion of the Fire Academy, recruits are promoted to Firefighter I.

### Examples of Fire Recruit Duties

- Attends a 14 week paid Fire Academy which includes course work and practice in fire prevention and suppression, emergency medical training and State and local laws

### Minimum Qualifications of Fire Recruit

- Possession of a current valid Emergency Medical Technician Certificate issued by the State of California or by a EMT certifying agency approved by the State of California; County of San Diego EMT System ID Card; Certificate for Basic Life Support for the Cardiopulmonary Resuscitation and Emergency Cardiac Provider.
- A valid California Class C Driver's License



## San Diego Fire-Rescue Department

# Careers



## Firefighter I

Once a Fire Recruit successfully completes the Fire Academy, he or she is promoted to Firefighter I. Firefighter I undergoes on-the-job training under constant supervision and increasingly performs fire fighting duties and related work.

A Firefighter I is assigned to the training division in Fire Operations while learning the full range of fire fighting operations.

### Examples of Firefighter I Duties:

1. Responds to fire and emergency calls as a member of a fire company.
2. Lays hose, carries and sets up ladders, and uses fire equipment to extinguish fires and make rescues.
3. Administers first aid.
4. Participates in pre-fire and fire prevention inspections.
5. Participates in drills and training activities.
6. Cleans and maintains fire vehicles, apparatus, equipment.
7. Maintains fire station and grounds.
8. Operates department non-emergency vehicles, and when required, drives and operates fire vehicles, apparatus, equipment and ambulances.

### Minimum Qualifications of Firefighter I:

- Successful completion of the City of San Diego Fire Department Basic Fire Academy. Possession of a valid California Class C Driver's License and a current State of California Emergency Medical Technician Certificate.

4. During the term of this agreement, additional Firefighters to be trained as paramedics will be determined by mutual agreement.
5. Effective July 1, 1997, and on the condition that the City enters into an Agreement with the Fire & Life Safety Department/Rural Metro to provide Emergency Medical Services, only employees qualified under "1." above, who are assigned to budgeted paramedic positions will receive the paramedic premium.
6. Effective July 1, 2006, unless sufficient profit exists from the LLC, or the San Diego Medical Enterprise Services LLC Board votes to fund the 5% rated Paramedic Specialty Pay for FY 07, then the 5% Paramedic Specialty Pay will be paid only to certified paramedics working in a posted paramedic position. This specialty pay will be paid on a per diem basis when a certified paramedic is working in a posted paramedic position if not permanently assigned to a posted position on a full-time basis. Rated, non-posted paramedics will no longer receive 5% specialty pay to maintain paramedic licensure. Effective July 1, 2007, to remain eligible to receive the 5% Paramedic Specialty Pay, rated, non-posted paramedics must agree to:
  - a. Participate in a chart audit program wherein they will audit the patient charts of paramedics (chart audits will be equally distributed among rated paramedics); and
  - b. Participate in the continuing education, quality assurance and ambulance rotation programs; and
  - c. Serve as a back-up Battalion Medical Officer (BMO)
7. The Fire Chief agrees to recommend to the San Diego Medical Services Enterprise LLC Board that the 5% Paramedic Specialty Pay for rated, non-posted paramedics be funded through the LLC budget and not be dependent on sufficient profit distribution.

## **II. EMT**

Effective July 1, 2000, all Battalion Chiefs, Captains, Fire Engineers, Firefighters, Fire Prevention Inspectors and Single-role Paramedics that are EMT certified will receive an EMT premium of 4.5% of employee's base pay. Effective June 30, 2001, the EMT premium will be increased to 5%. Effective July 1, 2002, the EMT premium will increase to 7%. Effective June 30, 2005, the EMT premium will be increased to 8.5%. Effective July 1, 2006, Fire Inspection Supervisors and Asst. Fire Marshals that are EMT certified will receive the EMT premium.

# Fire-Rescue

## Personnel Expenses (Cont'd)

Job Number	Job Class	Job Title / Wages	FY2010 Budget	FY2011 Adopted	Salary Range	Total
20000627	1612	Organization Effectiveness Specialist 3	1.00	0.00	59,363 - 71,760	-
20000639	1615	Organization Effectiveness Supervisor	1.00	1.00	66,768 - 80,891	71,242
20000680	1648	Payroll Specialist 2	3.00	3.00	34,611 - 41,787	120,473
20000173	1238	Payroll Supervisor	1.00	1.00	39,686 - 48,069	46,867
20001222	2270	Program Manager	1.67	1.67	46,966 - 172,744	160,252
20000761	1751	Project Officer 1	1.00	1.00	66,622 - 80,454	78,443
20000783	1776	Public Information Clerk	1.00	1.00	31,491 - 37,918	36,970
20000784	1777	Public Information Officer	1.00	1.00	43,514 - 52,707	51,389
20000927	1879	Senior Clerk/Typist	2.00	2.00	36,067 - 43,514	84,852
20000015	1106	Senior Management Analyst	1.00	1.00	59,363 - 71,760	69,966
20000916	1871	Senior Public Information Officer	1.00	1.00	54,059 - 65,333	62,022
20000955	1902	Storekeeper 1	1.00	1.00	34,611 - 41,517	-
20000956	1903	Storekeeper 2	1.00	0.00	37,835 - 45,718	-
20000313	1366	Supervising Department Human Resources Analyst	0.00	1.00	66,768 - 80,891	78,464
20000970	1917	Supervising Management Analyst	1.00	1.00	66,768 - 80,891	80,891
20000756	1746	Word Processing Operator	2.00	2.00	31,491 - 37,918	73,940
		Air Operations Pay				44,784
		Airport Transfer				71,190
		Annual Pump Testing				97,347
		Battalion Medical Off				85,119
		Bilingual - Dispatcher				11,648
		Bilingual - Regular				20,384
		Bilingual Pay Fire				163,084
		Breathing Apparatus Rep				35,126
		Cliff Rescue Inst Pay				27,576
		D' Div Pay				47,536
		Dispatcher Training				1,872
		EMS Speciality Pay				83,881
		Emergency Medical Tech				5,432,179
		Explosive Ord Sqd				63,741
		Fire Admin Assign				719,348
		Hazardous Mat. Squad				213,176
		Hose Repair				90,421
		K-9 Handler Fire				8,018
		Ladder Repair				86,660
		Metro Arson Strike Team				14,225
		Night Shift Pay				19,805
		Overtime Budgeted				5,276,707
		Paramedic Pay				2,328,060
		Paramedic Sply Pay				522,401
		Rescue Pay Station 4				180,776